

Message Text

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PAGE 01 VIENNA 10129 050746Z

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ACTION EUR-12

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FM AMEMBASSY VIENNA
TO SECSTATE WASHDC 4306

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E.O. 11652 N/A
TAGS: AFSP, AU
SUBJECT: LOCAL SALARY SURVEY REVIEW

REF: STATE 265188

1. THE EMBASSY HAD REQUESTED THAT THE RECENT WAGE SURVEY REFLECT (A) ANTICIPATED WAGE INCREASES THROUGH THE END OF 1974, (B) THE IMPLEMENTATION OF THE 40-HOUR WORK WEEK AS OF 1/1/75, (C) INCREASED SOCIAL SECURITY COSTS AS OF 1/1/75. THE SCHEDULE PROPOSED BY REFTEL DOES NOT REFLECT RAISES PROPOSED BY SIX SURVEYED COMPANIES, THE INCREASE IN SOCIAL SECURITY COSTS, NOR THE FULL IMPLEMENTATION OF THE 40-HOUR WORK WEEK.

2. MANY LOCAL EMPLOYEES HAVE ADVISED THE EMBASSY THAT THEY WOULD DROP PARTICIPATION IN THE CSR SYSTEM IF OFFSETS WERE INCREASED ABOVE 7 PERCENT. THE DEPT IS REQUESTED TO ADVISE THE EMBASSY IF A SYSTEM OF TWO SEPARATE SALARY SCHEDULES IS STILL UNDER CONSIDERATION AS SUGGESTED IN CA 7452, OR WHAT ACTION IS TO BE TAKEN WHEN A SIGNIFICANT PERCENTAGE OF THE EMPLOYEES DO NOT PARTICIPATE IN THE CSR SYSTEM.

3. THE EMBASSY BELIEVES THAT A PREMIUM IN THE 5 PERCENT RANGE FOR FSL-4'S AND BELOW IS AN EQUITABLE REIMBURSEMENT FOR WORKING IN THE ENGLISH LANGUAGE. IT SHOULD BE NOTED THAT INTERNATIONAL ORGANIZATIONS THAT MORE CLOSELY CORRESPOND TO EMBASSY OPERATIONS PAY AN
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ACROSS-THE-BOARD BONUS OF 6 PERCENT.

4. THE EMBASSY CANNOT EXPLAIN THE EXTRAORDINARY NUMBER OF ATYPICAL RATES AS THE NUMBER HAD BEEN RELATIVELY SMALL IN PREVIOUS SURVEYS (SEE PARA 7 BELOW).

5. FUTURE SURVEYS WILL ATTEMPT TO OBTAIN SICK LEAVE AS WELL AS OTHER ABSENCES FIGURES.

6. A FURTHER REVIEW OF THE SURVEY HAS RAISED SEVERAL QUESTIONS RE INTERPRETATION OF DATA WHICH IS NOT IN ACCORD WITH PREVIOUS SURVEYS.

7. THE EMBASSY PROPOSES THE FOLLOWING:

A. TO UPDATE INFORMATION RE SALARIES TO BE PAID AS OF 1/1/75;

B. REVIEW POSITIONS THAT APPEAR TO BE ATYPICAL AS WELL AS OTHER DATA THAT IS MATERIALLY DIFFERENT FROM THAT OBTAINED IN PREVIOUS SURVEYS;

C. REVISE SOCIAL SECURITY RATES;

D. OBTAIN INFORMATION RE SICK LEAVE AND OTHER ABSENCES;

E. PREPARE REVISED WAGE SCHEDULE.

8. THE DEPT IS REQUESTED TO ADVISE THE EMBASSY RE THE FOLLOWING:

A. INFORMATION REQUESTED PARA 2 ABOVE;

B. ACTION TAKEN BY DEPT RE COMPENSATION FOR LOCAL EMPLOYEES ON U.S. HOLIDAYS (DEPT OM 11/13/74);

C. ACTION TAKEN BY L ON GRANTING AUTHORITY FOR OTHER ABSENCES. HUMES

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